



# ***EQUAL OPPORTUNITY POLICY***



- **Provide equal opportunity and fair treatment for military personnel, family members, and DA civilians without regard to race, color, gender, religion, or national origin.**
- **Provide an environment free from unlawful discrimination and offensive behavior.**



# ***EO PROGRAM COMPONENTS***



- **Leader commitment**
- **Sequential and progressive training**
- **Effective and responsive complaint process**
- **Affirmative Action Plan**
- **Feedback mechanisms**
- **Equal Opportunity Advisors**



# ***LEADERSHIP ELEMENTS***



- **Military discipline and conduct**
- **Issues of appropriate behavior**
- **Extremist organizations**
- **Army language policy**
- **Accommodating religious practice**
- **Women in the Army**



# ***RACISM***



**Any attitude or action by an individual, group, or institution to subordinate another person or group because of skin color or other physical traits associated with a particular group.**

- **Consists primarily of two types:**
  - Personal or individual racism**
  - Institutional racism**



# ***SEXISM***



- **An attitude, behavior, or conditioning which foster stereotypes or social roles based on sex or gender.**
- **Sexist behaviors include:**
  - ignoring women or women's issues**
  - exclusionary language**
  - speaking for women**
  - paternalism**



# ***PREJUDICE***



- **A negative attitude or feeling toward certain groups based upon faulty and inflexible generalizations. Any preconceived opinion or feeling which is favorable or unfavorable toward certain groups.**
- **Prejudice behaviors include:**
  - disparaging terms    --physical attacks**
  - avoidance                --extermination or genocide**
  - discrimination**



# ***LEADER ACTIONS***



- **On-the-spot correction**
- **Counseling-verbal/written**
- **Training/Education**
- **Deny Promotion/Advancement**
- **Decisions concerning awards, training, or schools**
- **Changes in duties or responsibilities**
- **Transfer or reassignment**
- **Bar to reenlistment**
- **Separation**



# ***SEXUAL HARASSMENT***



**A form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of sexual nature when-**

- (1) submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or**
- (2) submission to or rejection of such conduct is used as a basis for career or employment decisions affecting that person, or**
- (3) such conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment.**

**600-20)**

**(Quoted from AR**





# ***QUID PRO QUO***



- **Latin term meaning: “this for that”**
- **Placing conditions on person’s job/terms of employment in return for sexual favors**
- **Making promises of career advancement, promotions or other benefits in exchange for sexual favors**



# ***HOSTILE ENVIRONMENT***



- **Offensive, unwanted, and unsolicited comments and behaviors of a sexual nature**
- **Most prevalent form of sexual harassment in the Army**



# ***TECHNIQUES***



- **Direct approach-confront the harasser and tell him/her that you don't appreciate the behavior.**
- **Indirect approach-send a letter to the harasser.**
- **Third party-request assistance from another person.**
- **Chain of command-report the behavior to immediate supervisor or others in the chain of command.**
- **File a formal complaint.**



# ***LEADER ASSESSMENT ACTIONS***



- **Nature of the incident**
- **Frequency of behavior**
- **Impact of behavior on the victim**
- **Appropriateness of behavior**
- **Rank and position**
- **Past history**
- **Consequences of your actions**
- **Environment assessment**



# ***DOD HOMOSEXUAL POLICY***



- **Focuses on homosexual conduct, not orientation.**
- **Separate soldier for:**
  - **Statement (e.g. “I am gay”).**
  - **Acts**
  - **Marriage**



# ***HOMOSEXUAL ACT***



**Same sex, active or passive body contact  
permitted, to satisfy sexual desire.  
Does not  
require any particular form of  
intercourse or  
penetration.**



## ***HOMOSEXUAL ACTS, cont.***



- **Includes any bodily contact that a reasonable person understands to demonstrate a likelihood that the person will engage in homosexual acts. Based on circumstance, it can include hand-holding, kissing, or slow dancing.**



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# ***INVESTIGATING HOMOSEXUAL CONDUCT, cont.***



- **Evidence NOT credible:**
  - Mere suspicion/rumors
  - Reading homosexual Pubs/going to “gay bars”.
- **Statement (“I am gay”) is usually enough for separation; further investigation is limited.**



# ***INVESTIGATING HOMOSEXUAL CONDUCT***



- **Only commanders initiate inquiries.**
- **Must base inquiries on credible information.**
- **Credible Evidence: Any information, considering its source and surrounding circumstances, that supports a reasonable belief that there is a basis for discharge.**



# ***COMMANDER'S FURTHER INVESTIGATING ACTIONS***



- 1. Read soldier his rights.**
- 2. Ask the soldier:**
  - If he committed or attempted to commit homosexual acts, or**
  - Does he intend to or will in the future?**
- 3. May question the soldier's supervisory chain of command. Also, other persons suggested by the soldier in the interview.**



# ***ILLEGAL INVESTIGATION***



- 1. Without approval from the soldier's CDR.**
- 2. Accuse soldier of violating the homosexual conduct policy based on:**
  - a. Suspicion without credible evidence**
  - b. Rumors**
  - c. Observing a soldier with homosexual material or in certain locations (e.g. gay bars)**
- 3. Require soldier to reveal his sexual orientation.**



# ***ANTI-HARASSMENT POLICY***



- **Don't investigate harassed/threatened soldier for homosexuality just because he is harassed/threatened.**
- **Need credible information other than harassment.**
- **Harassed soldiers should seek out chain-of-command, chaplains, IG, legal assistance.**